



Ajuntament  
de Barcelona

I

---

# Strategy against the feminisation of poverty and precariousness in Barcelona

---

## 2016-2024

---

Barcelona 1 June, 2016

---

**Department of Feminism and LGTBI**

Department of Gender Mainstreaming. CIRD (Centre for Equality & Resources for Women)

Barcelona City Council



# Contents

<b>I. LEGISLATIVE AND PLANNING FRAMEWORK.....</b>	<b>1</b>
1. International, state and regional framework .....	1
2. The fight against women's poverty by Barcelona City Council .....	3
<b>II. STRATEGY'S AIM AND PRINCIPLES .....</b>	<b>5</b>
1. Aim .....	5
2. Principles .....	6
<b>III. ELABORATION METHODOLOGY .....</b>	<b>9</b>
<b>IV. DIAGNOSIS .....</b>	<b>15</b>
<b>V. INTERVENTION AXES.....</b>	<b>21</b>
1. Data and IT systems.....	21
2. Economy for life and time management.....	22
3. City of rights .....	27
<b>VI. GOVERNANCE MODEL.....</b>	<b>33</b>
1. Validity period .....	33
2. Management model .....	33
3. Implementation model .....	34
4. Monitoring and assessment of the EFPP.....	35
<b>VII. BUDGET.....</b>	<b>36</b>
<b>APPENDIXES.....</b>	<b>40</b>
Appendix 1. Actions and Budget 2016 .....	40
Appendix 2. Participants.....	44



---

## I. LEGISLATIVE AND PLANNING FRAMEWORK

### 1. International, state and regional framework

In 1995, the **Beijing Declaration and Platform for Action** arising from the Fourth World Conference on Women organised by the UN, put forward the following strategic objective: "To review, adopt and maintain macroeconomic policies, and development strategies which consider the needs of women and support them in their efforts to overcome poverty".

This proposal arises from the confirmation of the over-representation of women as the poorest people on earth; an imbalance which far from correcting itself, is on the rise. Twenty years on, the review of this document recognises significant advances regarding legislation but indicates that **women continue to face multiple limitations regarding their ability to get out of the poverty trap, especially those derived from their disproportional responsibility for providing unpaid domestic work and care**<sup>1</sup>.

In Europe, only in the last six years of the recession, the number of people living in poverty has increased by 5 million. The recession has led to severe cuts in public spending in diverse European countries, as well as a series of reforms to welfare policies under the constant pressure of financial markets. In these regards, transformations have occurred in the EU towards a strongly neo-liberal model in terms of economics. However, the **European Strategy 2020** has been defined with the aim of attenuating the effects of this prevailing economic model and getting 20 million people out of poverty. Aware of the absence of gender diagnosis in the *European Strategy 2020*, this year (2016) the European Institute for Gender Equality (EIGE) has started an in-depth study on poverty, connecting gender with other categories of inequality and placing an emphasis on the most vulnerable groups of women. The objective is to analyse trends in political and social actions, monitor the impact of the recession on the lives of men and women in Europe and develop a new indicator for understanding the relationship between poverty, gender and migrations. Furthermore, at the end of 2015, the European Council approved a resolution for fighting against the feminisation of poverty at the regional level.

One important step forward in Spain was the passing of **Organic Law 3/2007 of 22 March, on effective equality of men and women**. This so-called equality law is based on the recognition that formal equality is insufficient in eradicating the multiple determining factors that place women in a disadvantaged position. Discrimination in salaries and widower's pensions, female unemployment, and difficulties conciliating personal, family and working life, among others, are some of the questions addressed by this law, with the aim of promoting the social transformations needed to achieve full, effective and real equality. This regulation is contained, among others, in the Spanish Constitution, which in article 9.2 orders public authorities to "promote the conditions so that the freedom and

---

<sup>1</sup> Social and Economic Commission of the United Nations "Examination and assessment of the application of the Beijing Declaration and Platform for Action and the outcome documents of the twenty-third special session of the General Assembly. Secretary-General's report". 15/12/2014. Available at [http://www.un.org/ga/search/view\\_doc.asp?symbol=E/CN.6/2015/3&referer=/english/&Lang=S](http://www.un.org/ga/search/view_doc.asp?symbol=E/CN.6/2015/3&referer=/english/&Lang=S)

---

equality of the individual and groups of which they form part is real and effective; remove obstacles that hinder or prevent its fulfilment and facilitate the participation of all citizens in political, economic, cultural and social life"<sup>2</sup>.

In **Catalonia**, the **Statute of Autonomy** recognises the rights related to social services and sets out the social welfare and cohesion as key principles that must guide public policies on the subject. As a result, the recently passed **Law 17/2015 of 21 July on the effective equality of men and women** insists that, in practice, men and women do not enjoy the same rights. Persisting inequalities are due to social structures founded in numerous stereotypes present in families, education, culture, the media, the working world and social organisation, among other areas. Therefore, **actions must be taken structurally in order to eliminate factors which place women in a situation of subordination and social and economic disadvantage compared to men, and which prevents women from fully exercising their rights as citizens.**<sup>3</sup>

However, as is the case in the European sphere, **the legal advances made so far are insufficient**, especially in a context both in Spain and Catalonia, where the implementation of measures *actually hampers* the socio-economic *empowerment* of women. Some of these policies have been called "**austerity policies**", initiated in Spain in May 2010 with the first plan for cuts to spending amounting to € 15 M (1.5% of Spanish GDP) and followed by various reforms to the labour market (2010 and 2012) and pensions (2011 and 2013), the amendment of Article 135 of the Spanish constitution in 2011 and the signing of the memorandum of understanding with the European Commission in 2012, which specifies the bail-out of the banking sector under the supervision of the Troika.

These actions have caused, among others: a reduction in budgets and personnel in public services, which especially affects women due to the feminisation of the public sector; a decrease in public spending on care services due to freezing of Law 39/2006 on personal autonomy, or the reduction in public places in crèches and family grants<sup>4</sup>, which strongly impacts female-dominated sectors and at the same time transfers the burden to the domestic area (Gálvez and Rodríguez: 2012, Pérez Orozco: 2011)<sup>5</sup>. Likewise, austerity policies have modified the conditions for contributory pensions and will widen the gender gap for income over the coming years, due to the more discontinuous working careers and more part-time work for women (Pazos: 2013, 2014, Gala: 2014)<sup>6</sup>. Flexibility of working

---

<sup>2</sup> Preamble to Law 12/2007 of 11 October on social services. Available at [http://portaljuridic.gencat.cat/ca/pjur\\_ocults/pjur\\_resultats\\_fitxa/?action=fitxa&documentId=415692](http://portaljuridic.gencat.cat/ca/pjur_ocults/pjur_resultats_fitxa/?action=fitxa&documentId=415692)

<sup>3</sup> Preamble to Law 17/2015 of 21 July on the effective equality of men and women. Available at <http://portaldogc.gencat.cat/utillsEADOP/PDF/6919/1436051.pdf>

<sup>4</sup> Suppression by the Government of Catalonia of the "Educa3" program "xec nadó" (money paid upon birth of a baby) or investment in crèches, to highlight but a few examples.

<sup>5</sup> Gálvez, Lina and Rodríguez, Paula (2012), "La desigualdad de género en las crisis económicas" (Gender inequality in economic recessions) / Pérez Orozco, Amaia (2011), "Crisis multidimensional y sostenibilidad de la vida" (Multidimensional crisis and the sustainability of life), in *Investigaciones Feministas*, <<https://revistas.ucm.es/index.php/INFE>>.

<sup>6</sup> Pazos, María (2014), "L'aclaparadora lògica del sistema de pensions" (The crushing logic of the pension system). *Nous Horitzons*, 206, 42-49 / Gala, Carolina (2014), "Últimas reformas en materia de pensiones" (Latest reforms on the subject of pensions), presentation in the journal *El Gènere de la troika* (The Troika's gender). Observatori IQ (Up-to-date statistics on the lives of men and women in Catalonia), 21 March 2014, Barcelona.

conditions and weakening of collective negotiation, lowering of firing costs<sup>7</sup>, reduction in reconciliation rights and other cuts in rights, which lead to greater instances of part-time, temporary and precarious work situations suffered by women have all occurred in the job market. Furthermore, economic and financial austerity policies have coincided with public actions aimed at modifying the existing gender regime. This has translated into the suppression of institutional bodies promoting gender equality, the elimination of specific services intended for women and staff and budget cuts related to the fight against gender-based violence.

In recent years, **numerous studies** have been published, especially the **CEDAW Spain**<sup>8</sup> (2015) "shadow" report, that denounce this situation and **reaffirm** the need to limit and combat the repercussions of budgetary cuts affecting the most vulnerable groups, as well as **carry out new, inclusive economic policies that consider the carer crisis and environmental sustainability, and which are capable of re-establishing the well-being and good living of citizens, especially women.**

## 2. The fight against women's poverty by Barcelona City Council

The fight against women's poverty by Barcelona City Council became a priority from 2005, with the approval of the ***Municipal plan for social inclusion***. The programmatic roll-out of this document, as well as giving rise to the creation of new models of basic social services and home help, involves the approval of diverse action plans that, since then, have been designed to **tackle situations of vulnerability** in specific collectives: homeless, elderly, family, children and adolescents. Despite its diverse orientation, both the *Municipal plan for social inclusion* and the different sector-based plans, identify gender as a category for explaining female poverty. All of which, as they have been renewed, have gradually incorporated some corrective measures to combat the unequal impact of poverty on women in the groups to which they apply.

In **2009**, the new ***Action programme against poverty*** restores the commitment to an inclusive Barcelona and way beyond articulating a public services system for prevention, care and social inclusion of persons and groups in situations of or in risk of economic vulnerability, **it aims to build itself on the value of social transformation and the redistribution of real opportunities**. Although the programme identifies the fact that being a woman is one of the main risk factors for enduring poverty, **it only includes some actions directly aimed at women** in exceptionally vulnerable situations, such as old women living alone and single-parent families, usually headed by women.

Since then, some improvement measures for the socio-economic conditions of migrant women, lesbians or the Roma community have been inserted into other plans: the *Municipal plan for the gay,*

---

<sup>7</sup> Law 3/2012, R.D. 2/2012 —which supports Temp. Emp. Agencies—, R.D. 4/2013 of support measures for self-employed, including the new part-time contract (*minijobs*) for young people.

<sup>8</sup> The responsibility of CEDAW Sombra (Shadow) platform Spain, an entity formed by non-governmental organisations for women, international cooperation and human rights, is to assess compliance with the *Convention on the elimination of all forms of discrimination against women (CEDAW)*.



*lesbian, transsexual and bisexual community (2010-2015), the Immigration work plan (2012-2015) and the Local strategy with the Roma community in Barcelona (2015).* Additionally, the *Municipal plan for women (2008-2011)*, followed by *Municipal plan for effective equality of men and women (2012-2015)*, have promoted actions aimed, respectively, at addressing situations of vulnerability and guaranteeing equal access and conditions for women in the professional field.

However, **currently**, as inequality in the city of Barcelona has risen considerably and the different administrative levels continue deploying economic policies that have a negative effect on the lives of women and in the medium-term will cause a considerable increase in the current inequalities between men and women, **it is essential to define a strategy against the feminisation of poverty and the far-reaching precariousness, which is of a structural nature.** This strategy is included in the government measure *Urgent actions in the fight against poverty: for a fairer and more equal Barcelona*, presented at the plenary session of Barcelona City Council at 23 July 2015. The main objective of this strategy is to establish a clear road map, shared by the entire City Council, that goes beyond occasional assistance in some plans and enables us to move forward towards real and effective equality between men and women and remove obstacles that lead to the feminisation of poverty and precariousness.



---

## II. STRATEGY'S AIM AND PRINCIPLES

### 1. Aim

*The aim of this strategy against the feminisation of poverty and precariousness is the **reduction of female poverty** —in the medium and long term— in the city of Barcelona. Hence, this document presents a municipal action that highlights both the roots of the process of the feminisation of poverty and precariousness, as well as the instruments and measures to tackle its most structural aspects.*

Barcelona is not a poverty-free city, as over one quarter of the population, 28% to be precise, is at risk or in a situation of exclusion. Of the total population in this situation in the city, 55% are women and 45% men. The poverty gender analysis indicates that, beyond the material resources available, there are other dimensions such as lack of time, work overload, health status, etc., that configure not only the way in which women suffer poverty differently, but also precariousness.

Recently, social movements -including feminism- have conceptualised precariousness as new situations that are not only expressed based on economic poverty. Although precariousness is closely linked to working conditions and their degradation, today it also involves other aspects of the lives of people, which are not linked to the formal job market. Thus, it includes the situation of people doing all kinds of work, paid or unpaid, the lack of time or balance, the impossibility of living a full life due to a lack of opportunities or obstacles generated by inequalities - gender, origin, class, functional diversity, etc. - despite people being better educated than previous generations. Furthermore, on many occasions, precariousness in the life of women is expressed through situations of stress, submission, a decline in their ability to participate and even a process of *disempowerment*.

Consequently, the policies for fighting against poverty and precariousness must provide differentiated responses, and to this end, Barcelona City Council has opted for a specific programme of action from a gender-based, structural perspective. When discussing the **reduction of poverty and precariousness**, we refer to **guaranteeing basic needs and rights in order for people to enjoy real opportunities for development**. We understand that there are every-day emergency situations that require attention as quickly as possible. From the data we have available and testimonies we have gathered, we know that there are many women who cannot wait until this strategy bears fruit. It is necessary for social action and welfare policies of Barcelona City Council and other public administrations to cover these demands while, simultaneously, the **Strategy against the feminisation of poverty and precariousness (hereinafter EFPP) is developed to achieve change of a more structural nature in the medium and long term**.

The feminisation of poverty cannot be tackled by means of approaches limited to social protection. On the contrary, a set of coherent public policies must be generated that are both comprehensive and continuous, with a direct impact on the structural factors of exclusion and discrimination that make women more vulnerable to suffering from poverty than men. For said purpose, the **EFPP** opts for the

---



creation of an economic, political and social environment that enables this goal to be reached. In this direction, the strategy presented herein will consider three basic dimensions so that women can develop and avail themselves of opportunities: redistribution, recognition and representation<sup>9</sup>. In terms of redistribution, then, socio-economic inequalities will be tackled, as well as inequalities in time organisation, having an impact, for example, on the pay gap, women's access to loans and working bonuses, the redistribution of time, etc. With regards to recognition, actions will be promoted at the most symbolic levels, for example the valuation of care work. And finally, with regards to representation, work will be carried out to combat the difficulties facing women with least material resources and time, for them to participate in society on an equal footing. In order to be able to carry out all of the strategy's objectives, it will have a duration of eight years.

In this EFPP we often speak of **women or groups of women who are vulnerable, at risk of exclusion or living in poverty**. Until we have created our own **local poverty indicator** we will work on the basis of IPREM (Spanish Public Multiple Effect Income Indicator), which is the criteria used for granting loans and social aid. The creation of our own indicator is a priority of the EFPP that is found in the "Data and IT systems" work stream, and is also generated in coordination with the **synthetic index for social exclusion**, worked on by Barcelona City Council.

## 2. Principles

The two principles that will be included all throughout this *Strategy against feminisation of poverty* are: the **intersectionality** of gender with other categories of inequality and the **empowerment and socio-political participation** of women.

6

These are not only concepts that guide the spirit of the EFPP but also form part of the process of elaboration, execution, monitoring and evaluation. Hence, they are both governing principles and elements of instrumental management.

### ***The intersectionality of gender with other categories of inequality:***

Although all women, in one way or another, can potentially suffer gender inequalities, **there are other factors of inequality** such as origin, age, functional diversity, sexual orientation and identity, social class or family structure, among others, which combine to determine the access to rights and opportunities of women individually.

Intersectionality is an analytical tool that enables us to understand and respond to the way in which gender crosses other axes of inequality and how they contribute to unique experiences of oppression

---

<sup>9</sup> Dimensions indicated by Nancy Fraser (2001) in *Escalas de Justicia*, Herder Editorial: Barcelona.

---

or privilege. Therefore, it is a **key tool for analysing how to configure female profiles of social exclusion and poverty, as well as designing and deploying all actions of the strategy.**

Barcelona's data on poverty shows, for example, that the risk of poverty for women compared to men changes when they are over 65 years of age, have functional diversity, are head of a single-parent family or are migrant women. Hence, the City Council proposes to tackle the specific situations that determine the poverty risk of these diverse women, but without stigmatising or excluding possible situations that have not been contemplated.

The intersectional analysis proposes that the combination of inequalities should not be understood as a sum which increments the burden, but should be analysed as a combination that produces substantially different experiences (Crenshaw: 1989)<sup>10</sup>. In other words, the objective is not to show how one group is more victimised or privileged than another, but to discover the significant differences and similarities to be able to overcome the inequalities and establish the conditions necessary for everyone to enjoy a dignified life.

Hence, the **EFPP** specifically integrates the principles of intersectionality:

- ✓ Both in the design and the specification of its elaboration methodology: interviews and discussion groups where the experiences, needs and proposals of diverse women have been collected.
- ✓ In the diagnosis and content of the actions, which on one hand considers the multiplicity of axes of inequality generated by specific situations and on the other, guarantees sufficient flexibility not to exclude any situation not contemplated which may generate vulnerability.
- ✓ In the creation of indicators that enable the visibility of diversity. And also indicators for monitoring and evaluation that will require actions to be proposed in terms of intersectionality.

7

### ***The empowerment and socio-political participation of women:***

*Empowerment* is the process whereby women strengthen their abilities (individual and social), protagonism, autonomy and authority to promote change and transform relationships of subordination. **By means of this process, women become aware of their own rights: they identify situations of gender-based discrimination and value their interests, strengthen their abilities and begin processes of change that promote strength from an individual and group perspective, as well as in terms of their close relationships.**

A true strategy against the feminisation of poverty cannot be created without considering the *empowerment* and socio-political participation of women. Women at risk of social exclusion may suffer from the lack of time to dedicate to activities other than those aimed at sustaining life and accessing urgent material and financial resources. Therefore, both collective and individual *empowerment* of

---

<sup>10</sup> Crenshaw, Kimberle (1989) "Demarginalizing the Intersection of Race and Sex: A Black Feminist Critique of Antidiscrimination Doctrine, Feminist Theory and Antiracist Politics". *University of Chicago Legal Forum*, <<http://chicagounbound.uchicago.edu/cgi/viewcontent.cgi?article=1052&context=ucf>>

---



women (and not just social handouts) and the promotion of policies that facilitate their involvement in public life, must be defined as rights that run through the Strategy.

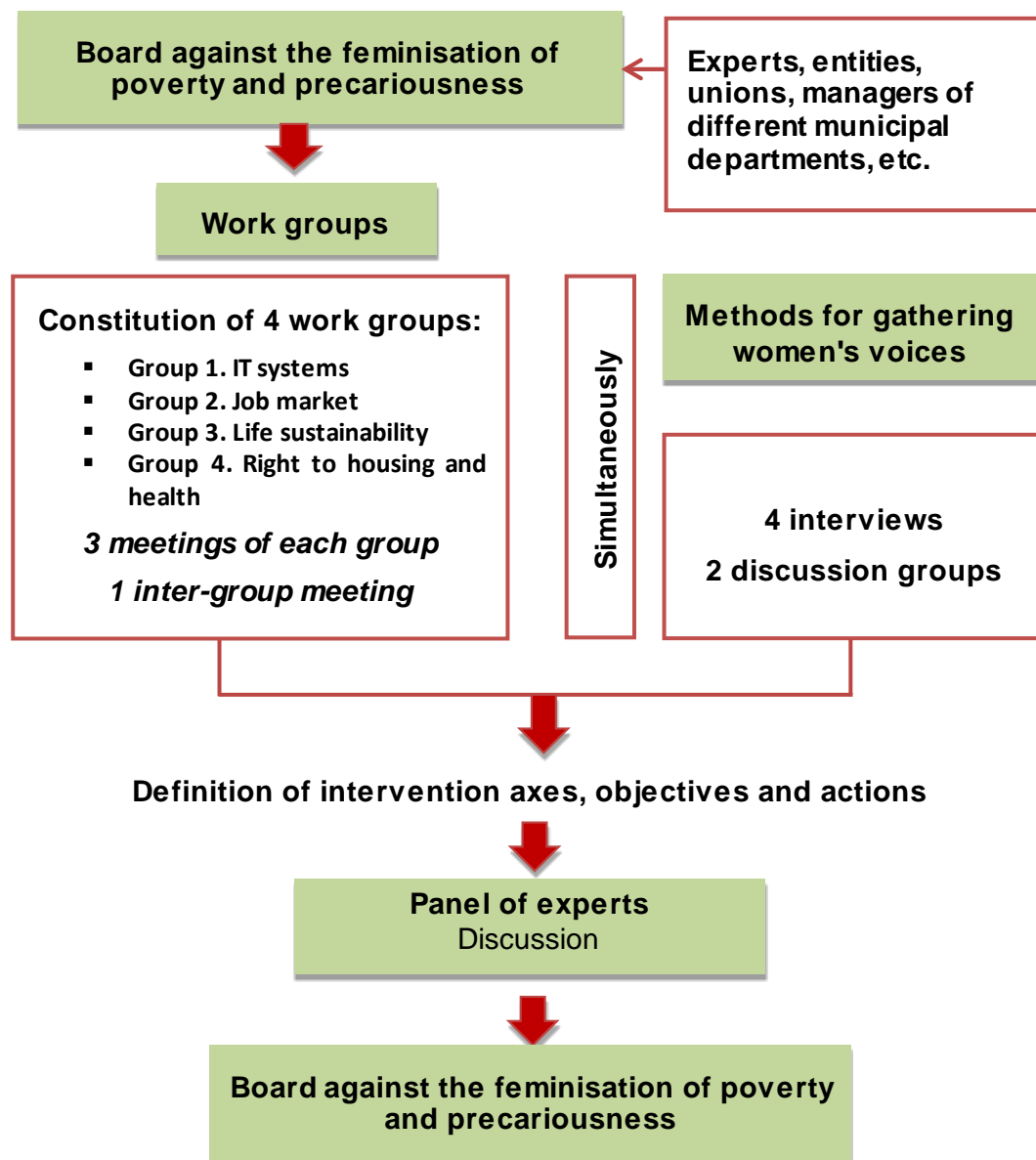
Furthermore, **this empowerment must be nourished by strengthening the relationship between the public action of the city council, community action by feminist groups and social movements** that work from a gender-based viewpoint. During elaboration of the strategy, it was considered essential to seek a **balance between the public-state sphere and the community**. A balance that does not involve the substitution or the co-opting of one area for another, but **collaborative work between the public administration and the social sector, with multiplying effects from the strategy's perspective of empowerment**.

Thus, the EFPP addresses *empowerment* and the participation of women in all of its areas and phases, specifically:

- ✓ In the methodology behind the Strategy, which is based on gathering the voices of women and experts on the subject. This female participation is carried out based on the acceptance and valuing of the abilities and interests of women. That is, highlighting and valuing their specific learning and experiences in order to incorporate them into the strategy as key elements.
- ✓ The participation of women and expert entities in the design of the strategy, as well as its monitoring and evaluation.
- ✓ The actual content of the actions that reject the essence of a handout-based existence and opt for a strategy of *empowerment* and the strengthening of informal community networks of women, as the focal point of self-organisation and participation.
- ✓ The creation of indicators for monitoring and evaluation that require the actions to be proposed in terms of *empowerment* and the participation of women.

### III. ELABORATION METHODOLOGY

The working process for the development of the strategy against the feminisation of poverty and precariousness in Barcelona is based on a methodology that involves two parallel lines of activities: on the one hand, work groups and on the other, methods for collecting the voices and participation of women. Firstly, a diagram of the process that was carried out is presented, followed by a description of the contents and work carried out.



---

The start of the work to develop the strategy against feminisation of poverty and precariousness in Barcelona was formalised with the **constitution and meeting of the Board against the feminisation of poverty**, which was held on 19 October 2015. The session involved the participation of academic experts, entities from the third sector and the different municipal departments involved, union representatives, etc. The objective of the strategy was presented, an initial diagnosis of the feminisation of poverty in the city was made and the proposed methodology and working process was explained.

As well as the board, **4 subject-based work groups** were set up. The **subjects** addressed by each work group are as follows:

- ✓ **Group 1. Data and IT systems:** The first thing noted when discussing the feminisation of poverty, is the existence of two obstacles that, when combined, prevent it from being sized up correctly and hinder in-depth knowledge being obtained. On the one hand, the use of male-oriented indicators that fail to recognise the specific reality of women and lead to many situations of poverty remaining invisible. For example, as Cristina Sánchez explains, "...often poverty is calculated based on household income, which assumes the equal availability of this income to all its members, ignoring the situations of gender dominance that arise in certain homes». Furthermore, it has been detected that many IT systems that collect data about the multidimensional reality of poverty do not separate data by gender. In this context, one must bear in mind that, paradoxically, there is a legal framework in force that requires public administrations to separate data by gender in all surveys, research and data collection they may carry out. Still, this work group is aimed at determining and defining an IT system that the City Council should have available to it in order to obtain in-depth knowledge of the phenomenon and tackle it in all of its dimensions.
  - ✓ **Group 2. Job market:** Within the framework of a capitalist economic system, access to and permanency in the formal job market is the basic mechanism for social inclusion and enjoyment of citizens' rights. The fact that patriarchy and gender division at work directly penalise the presence of women in the job market means that they are prone, to a greater extent than men, to vulnerability and social exclusion. It is understood, therefore, that, beyond measures to gradually correct the source of inequality, i.e. gender division at work, first it is necessary to carry out positive actions for the access to and permanency of women in the job market, both formal and informal, by seeking formulas that consider social and cooperative economy. This is the work area of the second group.
  - ✓ **Group 3. Life sustainability:** Under the framework of gender division of labour, it is the lack of social and economic value placed on the tasks carried out by women that hinders their access to their rights as citizens. In this sense, as the daily tasks assigned by the gender division of labour are not incorporated into the formal market, but remain on the periphery of the dominant economic system, they do not have access to the income or rights provided by formal work. Furthermore, it should be understood that society must take responsibility for such basic daily tasks, as they certainly provide benefit to society as a whole, and not only to those who carry them out and
-

receive them directly. Therefore, a third work group is aimed at proposing measures to address the social responsibility for these life-sustaining daily tasks, the burden of which cannot fall only on women.

- ✓ **Group 4. Right to housing and health:** The right to housing is an essential right to live with dignity and security, to develop freely as an individual and even participate in public life. That is, it is a basic right for social inclusion, access to which shows patterns that differ between men and women in Barcelona. Under this framework, faced with the recession and its impact on the right to housing, the new municipal government is rolling out a set of strategic measures to deal with the issue of housing (on which work will be carried out to incorporate the gender perspective effectively). Furthermore, it has been considered important to tackle it from the perspective of social rights policies and specifically, under the framework of the strategy against the feminisation of poverty, especially considering specific situations such as homeless women.

Likewise, the increase in poverty and the resulting worsening of living conditions arising from the recession, as well as the austerity measures taken in the area of public health, have had direct repercussions on the health of women. Apart from the economic difficulties that prevent them from being able to take care of their own health, loss of employment or the termination of benefits they may be receiving also has an impact. The main symptoms experienced by women are muscular and joint pain, depression, anxiety, difficulty sleeping, anguish, stress, loss of self-confidence in themselves and insecurity. Furthermore, women have specific health issues determined by the growing condition of poverty, which is reinforced by the cut-backs being made to the health system. For all of these reasons, the forth group has looked into what the municipal intervention should be in these areas.

11

Once the groups were configured, according to the preferences and specialities of the persons and entities participating on the Board (see Appendix 1), **which met 4 times during the entire process**. To be more precise, work group meetings were held (see Appendix 2) in November and December 2015 and January and March 2016. Each meeting was driven using participation techniques and **the contents worked on** were as follows:

- ✓ **1st session:** generation of a shared and agreed diagnosis. This session also involved debating how to gather women's voices. The sessions of each work group were held on the 10 and 11 November 2015. Based on a request to create a new group specifically for education, presented to the Board, a meeting was held on this subject with different participants on 10 November. It was decided that the Board should work on education as a transversal element with the other groups.
- ✓ **2nd session:** closing of the shared diagnosis by means of the provision of information and data by the persons and entities participating in the work groups. Furthermore, priorities and objectives began to be set out and the first action proposal for the strategy was made. These sessions were held on 14 and 15 December 2015.
- ✓ **3rd session, inter-group:** sharing of the status of the work in each group and reaching an agreement regarding the tools to incorporate or improve the intersectionality criteria and

promote the *empowerment* and socio-political participation of women under the framework of the Strategy. Hence, the objective of this session was to promote transversal work and coordination between the groups, and it was held on 27 January 2016.

- ✓ **4th session:** presentation of the diagnosis based on interviews and discussion groups held. Furthermore, the first version of the actions of the EFPP was shared along with a first approximation of the management model. This session was held on 17 March.

Simultaneous to the work with the groups, **4 interviews and 2 discussion groups were held** in which **women's voices were incorporated**, as well as their experiences and needs, which added to the diagnosis and action proposal. The profiles of the women interviewed, as well as the date on which they were held, are as follows:

Profile	Day interview was held
Long-term unemployed woman	22 February
Woman in a situation of gender-based violence	10 February
Single-mother	10 February
Woman with difficulties accessing housing	18 February

Regarding the 2 **discussion groups**, the first **highlighted intersectionality** and the second, **the life cycle of the women**. The participating profiles were as follows:

Group discussion	Profile
1. Focused on intersectionality 11 February from 10:00 a.m. to 1:30 p.m.	Migrant woman working in a low skilled sector Unemployed woman 2 transsexual women 2 unemployed women with functional diversity
2. Focused on life cycle 18 February from 10:00 a.m. to 1:30 p.m.	Unemployed woman under 30 Daughter of a single-parent family Single-mother Single-mother with functional diversity 3 unemployed women over 45 Female carer of dependent person, over 45 Woman living alone over 65 Unemployed woman with functional diversity



With the provisions of the work group, interviews and discussion groups, a first version of the strategy was created and presented to a **Panel of experts** for their **feedback**. The panel's meeting was held on 13 April 2016. The people who participated are indicated in Appendix 2.

Lastly, a **plenary session of the Board against the feminisation of poverty and precariousness** was held, during which the definitive document of the strategy was presented.

Ultimately, beyond the participation of experts and gathering the voices and experiences of women in poverty, **the design of the Strategy proposed was based on the logic of co-production with citizens**. In this sense, we understand that the elaboration process of public policies is enriched when it involves all agents. Furthermore, taking the contributions of those working daily with the issues involved and further still, those experiencing them into consideration, is a democratising element of the responses and the traditional institutional format of public administrations.

For too long now, the experiences, needs and requests of women has been given no importance when formulating public actions. Hence, their issues have often remained invisible and unsolved. This fact worsens when we discuss women in poverty or at risk of falling into social exclusion. In this sense, it was deemed essential to share the diagnosis and definition of issues, and the planning and elaboration of responses in a cross-disciplinary way, involving the 20 participating departments and institutes of the City Council, the provisions of the 33 feminist entities and experts in poverty and gender of civil society, and the experiences and requests of 20 women.



## IV. DIAGNOSIS

Barcelona is not a poverty-free city, as over one quarter of the population, 28% to be precise, is at risk of poverty. As explained earlier, situations of poverty and material deprivation do not affect men in the same way as women: **of the population at risk of poverty 55% are women**. The lives that must be sustained in situations of poverty, the factors that lead people to situations of poverty and the impact of policies on them getting out of these situations, is different for men and women. **This diagnosis shows the specific characteristics of women in entering, living and leaving poverty in different areas significantly explanatory of the phenomenon.**

### *The job market*

In our society, the job market is the main access to income; for this reason it is a **key element when tackling the generation of situations of poverty**. With regards to women, the job market has traditionally been an area of inequality, where women suffer discrimination for being women and also, discrimination specific to the current job market. This combination of arbitrary and specific discrimination means that **the average income of women from paid work is still 18% less than that of men**.

Furthermore, **unemployment** affects women in a more severe manner than men, especially when it is sustained long term. 30% of unemployed women in the city have been unemployed for over 2 years and almost 47% for over 1 year. These percentages drop to 25.4% and 42.1% for men, respectively. With regards to other **job market conditions**, there are more women working without a contract, 50% more temporary contracts for women than men, and 60% more women with part-time work contracts, while the salary gap in Catalonia is 20%.

The other phenomenon of arbitrary discrimination is **sexual or gender-based harassment**. In this sense, although up-to-date data on incidents is unavailable, the fact that two situations of harassment with job-related consequences were brought to attention in the discussion groups was significant: the case that an migrant woman was fired when she rejected sexual harassment while working at a person's home and the case of a separated woman who lost her job due to situations of harassment by her ex-partner. That is, be it in the work place or private domestic area, sexual harassment has **direct consequences on women accessing and remaining in the job market**.

Furthermore, the usual axes of inequality -age, place of birth, health, sexual orientation and identity, etc.- generate diverse experiences of the risk of poverty. Thus, **unemployment and lack of work permits and certified studies exclude women from the formal job market, in which there is a greater guarantee of rights**: *"I have been here and working on the black market for 11 years. I was caring for an old lady, two years ago. I have also done other things. With no education, or work, what are you going to do? Make a living on the streets, like most women"*.

Prostitution is one of the few resources that transsexual people have due to the serious discrimination against sexual diversity present in our culture. Especially when this **transsexuality** is visible, the

discrimination suffered by these people in the formal job market is systematic. Furthermore, difficulties in changing names on official documents generate an added difficulty.

**State of health** is an element that conditions access to the job market and at the same time is affected. A woman who had an operation on her heart valve states: *"This hinders me finding work. And I don't receive any disability benefit, all the doors are closed to me"*. The **backfeed between the deterioration of the state of health and working precariousness**, combined with insufficient support from the Administration, is also a key factor in generating poverty.

**Age** is also a definitive factor when accessing the job market: *"I'm looking for work, but at 55 it's very difficult to find. The story is: you lose your job and you lose everything else"*. If we consider age, origin and lack of studies (or recognition of studies), we can envisage people entering and remaining in poverty, just like the life story of a 42 year old woman born in Santo Domingo: *"I don't have a profession. In my country I worked in cleaning and waiting. But that was when I was 20 or 22 years old, now I don't have the body for it"*. In these situations, access to the job market is more sustainable when you are young, but due to the negative impact of the three axes (age, origin and education), poverty appears.

As we can see, the interaction between the axes of inequality are really intertwined; access to the job market from an early age inhibits education: *"I had to give up my education to start working at 11 years of age"*, and now the lack of education prevents her access to the job market: *"If you don't have studies or experience, they won't give you a job"*. This vicious circle prevents the creation of an opportunity for insertion, but when one arises it must be carried out in a way that guarantees the continuity and support of women.

*"I have done training courses. I ended up as a sales assistant, at the check-out, of the Fundació de l'Esperança (Hope Foundation) and did work experience at Carrefour. But sometimes not everyone likes you... I also went on to be a promoter for Danone, but I don't know what happened, they fired me. I don't know if I understood what I was supposed to do properly or if I gave away too much produce. They called the foundation and said that I hadn't passed the test. But I believe they should have spoken to me and given me a chance, because everyone needs to be taught. That made me feel really awful"*.

**Education** is one of the main requirements in the job market and one of the main requests arising from the discussion groups. However, more important than education was the fact women in poverty need to **access the job market as the main route to exit poverty**. Faced with the question asked in interviews, and corroborated in the discussion groups of, "what do you need to improve your life?", the main answer was: *"A job"*.

Nonetheless, as a result of the systematic factors of discrimination suffered by women and despite their main source of income being work income, **employed women present a greater risk of poverty than employed men** (14%, compared to 11.6%). That is to say, access to the job market is part of the solution to tackle the elements of the feminisation of poverty, but at the same time, reformulation is required for it to be an effective solution.

### ***Other sources of income***

In our economic system we can differentiate two main sources of income: the job market (main source of income for 46% of women, 10 percent less than men) and the **public system or social transfers or benefits** (main source of income for 27% of women, just like men). As a result of this unequal distribution in main sources of income, we find that **the percentage of women with no income whatsoever (21%) is significantly higher than for men (16%).**

The absence of a salary implies resorting to social benefits: *"Myself, I don't work. I sometimes work if something comes up. Right now I earn 400 Euro from the Active Insertion Income (RAI)<sup>11</sup>. I have learned to live on this amount".* The interviewee states that she can't make ends meet, but above all stresses that *"the benefit ends in July"*. Another voice highlights the insufficiency of temporary measures in reference to the Law on unpaid pensions<sup>12</sup>: *"Something positive...is the early payment of pensions, but it is only 18 months. And then what do you do? This measure is great, but it's like burying your head in the sand"*.

Apart from social benefits, **the family can also be an area of support**. Some women interviewed state that they receive help from parents or friends but in general for women in a situation of poverty, the family has not provided social opportunities but instead has been the cause of becoming poorer, due to family burdens assumed alone after having husbands who made their lives difficult.

This is the case where women live with abusive partners: *"I was paid the Active Insertion Income (RAI) for the last 3 years due to abuse. Then, an educational grant. Soon my <sup>13</sup> City Council card for buying food and clothes will be out of date. I currently don't have any income and my social worker is looking for solutions. And, when I can, I send money to my family"*. Data from SARA<sup>14</sup> (a support service for women suffering gender-based violence) indicates that the number of women earning between 0 and € 600 increased by 6.09% between 2013 and 2014. In fact, 7 in every 10 women are found in a situation of vulnerability and at risk of social exclusion, which inhibits achieving an independent life, above all when raising children. According to statistics from 2014 on the **level of income** of women attending SARA, **7 in 10 received between 0 and 600 Euro**, which represents **71.52% of the total women assisted in 2014, compared to 67.41% in 2013. 9 in 10 women either have no income or earn less than 1,000 Euro a month**, which represents **89.89%** of all women assisted.

In cases without violence, income via transfer can become insufficient due to non-payment of alimony by the ex-husband: *"I receive [from social transfers] only 400 Euro. And with my daughter's school expenses —89 Euro— and the house, I don't have any margin. My daughter's father doesn't pay her alimony"*.

---

<sup>11</sup> Active Insertion Income

<sup>12</sup> Law on unpaid alimony assumed by the Administration when ex-partners do not comply with their sentences.

<sup>13</sup> Barcelona Solidarity Card.

<sup>14</sup> Assistance, Recovery and Shelter Service to assist situations of gender-based violence.

The **process of access to social services** also merits some reflection: although they are a key tool for assistance in cases of poverty, the intervention of these services are not free from the risk of stigma: *"The social worker is looking to see what I can do to find work. Before it helped me to go and get food, but I didn't ask for my card to be renewed because I feel awful always having to ask. This month they paid my child's room and glasses. Lucky I have assistance, because otherwise I would still be working the streets"*. Some women state that *"having a social worker is off-putting"* and barriers and distance are generated from this service, like in the case of this single-mother. *"I'm sure that there must be hundreds like me. And we are not on Social Services"*.

This phenomenon of distancing yourself from social services due to stigma adds a shortfall to the social services themselves: **fragmentation of assistance**. The separate administrations and entry points make access to resources difficult and multiply the stigma. One woman states: *"There is a large void in the City Council. Social services should tutor and accompany you more. I don't dare any more. And we are having a terrible time"*. Another woman in the situation of poverty and suffering gender-based violence compared this fragmented model of social services with those of SARA: *"I see a great void compared with SARA, which takes you by the hand... I can't make ends meet but personally, I wouldn't dare"*.

### **Housing**

Housing is one of the **main expenses** to which the women interviewed and discussion groups refer and at the same time, it is the last poverty indicator we can detect. Before giving up a home, people will have faced other situations of poverty such as that of energy or food, and precariousness in cohabiting situations. In 2015, **61% of emergency social housing was given to women**.

**Emergency support** of the social services is perceived negatively: *"I had to wait two months to be able to access a shelter. The issue of entering a shelter is extremely heartbreaking and depressing"*. Other people trying to access **social housing**: *"I've had my name down for social housing for the last year with no luck. I pay € 300 for a room in a shared apartment [...]. I have to pay what they ask because many places won't accept children"*.

In this sense, the family appears again with two possible roles. On the one hand, the role of support, although it is usually perceived as a temporary solution; for example the case of a woman in the situation of poverty where her daughter pays the rent for the home and she states that for her that *"is not the solution"*. Furthermore, a detrimental role: the case of gender-based violence where the woman had to move to her parents, but continues paying the mortgage she co-signed for with her ex-husband. The woman in this case reflects: *"Justice says you are right, but doesn't help you. I'm the victim and I'm paying for it. That doesn't compensate me. He's in the house. I left the house practically empty handed. Now I can't go back home"*.

With regards to **energy poverty**, many strategies for energy saving are shared: *"I do everything, I take the water from my shower and use a bucket to throw it down the toilet. I have a social bonus for electricity."*

---

---

### **Domestic and care work**

**Health, caring for others and oneself, time and conciliation** are factors with a direct effect on the **quality of life** of people and which, in their absence generate poverty.

The **self-assessment of the state of health among the women is worse than among the men**. 26% of women consider it as regular, bad or really bad, whereas 16% of men have the same opinion about their own state of health. Also, 26% of men consider their state of health as being really good, compared to 21% of women who are of the same opinion.

When situations of unemployment or abuse become **situations of poverty, they affect the health status** of women: *"I have horrendous anxiety. I can't sleep at night and I've put on weight"*. In other cases, the worsening of their health status is a direct consequence of having no income; the first thing to be given up appears to be the dentist. However, there is a phenomenon that particularly affects women, due to the tasks assigned to them socially: *"Sometimes I don't know how to ask for help, because I have always given it, and that's what happens to all women"*.

Furthermore, there is an **unequal distribution between men and women when taking on the care of dependant persons**. The shortcomings in healthcare, education, dependency, assistance for vulnerability, violence, etc., all of these tasks which the state ceases to assume are being transferred to women. The lack of income to seek outside care means that women are burdened with multiple responsibilities: *"I care for my daughter [14 years] and my father who is unwell. Now my daughter is getting bigger. When she was small, I was also caring for her grandmother. Also, the child had lunch at school"*.

Regarding the weekly hours dedicated to household tasks, 58% of men dedicate between 1 and 20 hours, whereas 73.2% of women dedicate between 10 and 40 hours or more. Likewise, this unequal social assignment naturalises that women are the leading carers, and that men occasionally collaborate in the task: *"When I take courses, the father says to leave our child with him instead of a stranger. He picks him up at 5 and if he has to feed him, he will. He does this, but doesn't pay his monthly amount"*.

The implication of social services when supporting carers is totally insufficient, according to the statements made in the discussion groups and interviews. For example, there is the case of a woman whose father is 90 years old and whose mother has senile dementia: *"I went to social services and they sent me a carer for one hour, three days a week. At work they gave me a month off to care for my mother. But just one month is not the solution. We can't even sleep"*.

In the case of **female single-parent families**, conciliation is even more important when there are no economic resources. From these positions they ask for more after-school activities for children, so that *"single-parent families can have the same opportunities as others"*.

Lastly, **time for oneself is a great sacrifice in situations of poverty** when you have people depending on your care. Taking care of yourself takes second place to caring for others: *"At the weekend, if he stays with his father or watches TV, draws, etc., I have time for myself to wash my hair, paint my nails..."*. The social network and friends also takes a back seat in available time: *"I still have some*



*friends from my old life but I can't meet up with them because I won't leave the child alone to go to a club". For many migrant women, their social network is very weak from the get-go, which is impacted by a significant lack of time: "I don't even have time to brush my hair". In all cases, the concept of free time, both personal and recreational, is obscure. "When you find yourself in this situation, you don't even remember what it is you like".*



## V. INTERVENTION AXES

The intervention axes of the strategy against the feminisation of poverty and precariousness have been designed according to the factors identified as key factors that intervene in this phenomenon. The actions proposed have been ordered to provide solutions to the problems detected, according to working areas that facilitate their implementation. Three great intervention axes are proposed, divided into different sections:

1. Data and IT systems
2. Economy for life and time management
3. City of rights

The **71 actions** described below result from the requests that arose during the elaboration and diagnosis process carried out. During the validity period of the EFPP the following actions were carried out and new ones added. Appendix 1 specifies those carried out in 2016 and their assigned budget.

### 1. Data and IT systems

Proper intervention on the elements of the feminisation of poverty requires in-depth knowledge of the phenomenon. Generating an accurate data information system with a gender-based perspective is a basic need for viewing female poverty. The legal non-compliance with segregating all data by gender, as well as the lack of indicators showing specific situations of women in processes of poverty, gives rise to the need to redefine the IT systems.

In response to this shortfall, the aim is to provide the City Council with an IT system that enables it to become aware of the phenomenon of the feminisation of poverty in a comprehensive and in-depth manner.

Objective	Actions	Responsible parties
1. Provide the City Council with an IT system that enables it to become aware of the phenomenon of the feminisation of poverty in a comprehensive and in-depth manner.	1. Separation of data by gender in all surveys, research and data collection carried out, with special attention given to the separation of data in intervention actions.	The entire City Council
	2. Generation of a local poverty indicator that is multidimensional and enables the integration of a gender-based perspective.	Departments: Cross-disciplinary nature of gender / Research and Awareness / Feminism and LGTBI
	3. Generation of crossings and new specific studies that demonstrate the elements of the feminisation of poverty throughout the life cycle.	Departments: Cross-disciplinary nature of gender / Research and Awareness / Feminism and LGTBI
	4. Dissemination of the annual report with data on gender and the job market (Social and Economic Commission of Barcelona). This report must be reviewed to guarantee the inclusion of new indicators, and it will include recommendations for fighting against precariousness and the salary gap, and offer a collection of best practices.	Barcelona Activa / Social and Economic Council of Barcelona (CESB) / Departments: Feminism and LGTBI / Cross-disciplinary nature of gender

## 2. Economy for life and time management

Economy for life is aimed at ensuring suitable life conditions for all people. And to reach this goal, it is based on the recognition and valuation of all work needed for survival, reproduction and well-being of the population.

This economy must cover two interdependent areas: the job market, and domestic and care work. It should be noted that the frontier between these areas is not static but porous and changing<sup>15</sup>. Therefore, this axis includes what we called life sustenance and the job market, during the strategy's definition process.

Considering this interdependence, 5 priority objectives are set out in this axis: 3 focusing on the job market<sup>16</sup> and 2 on domestic and carer work<sup>17</sup>.

<sup>15</sup> Carrasco, Cristina (2011), "The carer's economy: current situation and pending challenges". *Revista de Economía Crítica* (no. 11).

<sup>16</sup> Especially worked on by group 2, "Job market". 2011. Pg. 205-225.

- **With regards to the job market**, the objectives are based on: the need for the promotion of qualifications and accreditation, as well as insertion into and permanence in the job market for women in a situation of vulnerability; the development of strategies to combat structural gender inequality present in the job market and which generate greater vulnerability of women to poverty, and promote the dignity of the most female-dominated sectors, as well as the fight against occupational segregation.

Objectives	Actions	Responsible parties
1. To promote the qualification and accreditation of professionals, as well as the insertion into and permanence in the job market for women in situations of vulnerability.	5. Development of a comprehensive programme for training, accreditation and insertion into quality, stable jobs for women in situations of vulnerability. This programme must offer a continuous accompaniment service for users with a minimum duration of two years.	Barcelona Activa
	6. The incorporation of a gender-based perspective into the <i>LABORA</i> programme.	Municipal Institute of Social and Health Services (IMSS) / Barcelona Activa / entities
	7. Creation of protected employment for women with difficulties accessing and remaining in the job market: over 45s, in situations of gender-based violence, functional diversity, chronically ill, transsexuals, migrants, long-term unemployed, among others in situations not considered.	Barcelona Activa
	8. Design of occupational plans and subsidised contracts for the aforementioned groups.	Barcelona Activa
	9. Development of comprehensive measures within companies to promote the contracting of women in situations of vulnerability. Among these, we can highlight increasing awareness, socially responsible subsidisation, agreements, etc.	Barcelona Activa
	10. Establishment of an agreement with the Catalan Institute of Professional Qualifications to create channels that facilitate the accreditation of professions and skills (abilities) of women in situations of vulnerability.	Catalan Institute of Professional Qualifications (ICQP) / Barcelona Activa
	11. Creation of an accompaniment service for professional	Barcelona Activa

<sup>17</sup> Mainly proposed by group 3, "Life sustenance".

	accreditation and approval of titles.	
	12. Promotion of accreditation and qualification alternatives of professionals and the extension of the already existing offers, especially in low-income neighbourhoods.	Barcelona Activa
2. Combat gender inequality in the formal job market, which makes women vulnerable to poverty.	13. Design and promotion of a seal of quality, with a gender-based perspective, to recognise companies that offer dignified, egalitarian positions with genuine co-responsibility measures.	Department of Presidency and Economy
	14. Establishment of gender equality clauses in all public contracts of the City Council.	Head Office of Administrative Contracting Coordination
	15. Foster a city-wide minimum wage.	Department of Presidency and Economy
3. Promote the dignity of the most female-dominated sectors and meanwhile combat occupational segregation.	16. Creation of a social and solidarity-based entrepreneurship for women working in the female-dominated and precarious sectors (cleaning, trade and caring for persons) or in situations of unemployment. This service must offer guidance, training, access to credit and accompaniment in the creation of cooperatives or associations (for care or with other aims) which enables women to access dignified, stable and regulated work.	Barcelona Activa / Commissioner of Cooperative, Social and Solidarity-based Economy
	17. In the aim of combating irregular work contracts and precariousness in the area of care, and to facilitate the creation of care cooperatives in the city, as well as mediation between users of said service and cooperatives, in the aim of strengthening this demand instead of resorting to the submerged economy, and contracting of cooperatives by means of service cheques.	Barcelona Activa / Commissioner of Cooperative, Social and Solidarity-based Economy
	18. Technical guidance for companies in the sectors of trade, cleaning and caring for people in order for them to create equality measures aimed at combating occupational segregation.	Department of Gender Mainstreaming (CIRD)
	19. Under the framework of the <i>Strategic tourism plan for Barcelona</i> , the establishment of an agreement between unions and companies to guarantee commitment to improving working conditions in the sector.	Tourism
	20. Extension in the tourism sector of the international	Tourism

	accreditations for quality, such as <i>Biosphere</i> , which include environmental, social and gender issues.	
--	---	--

- **With regards to domestic and care work**, the objectives are focused on: promoting shared responsibility in domestic and care work between all the parties involved (homes, the community, the private sector and Public Administration); and the reorganisation of time in the municipal sense in the aim of breaking the central role of productive work and for care, social and personal time to become central political priorities.

Objectives	Actions		Responsible parties
4. Promote shared responsibility in domestic and care work between all parties involved: homes, the community, the private sector and Public Administration.	The home	21. Awareness campaigns at educational centres to promote shared responsibility at home.	Education
		22. Extension of the <i>Canviem-ho</i> (let's change it) project for the development of actions to raise awareness and promote shared responsibility among men.	Department of Feminism and LGTBI (Assistance and information points for women (PIAD))
	The community	23. Creation of a platform for the identification and dissemination of community care initiatives and coeducational experiences. It will have virtual support, but will be developed regionally: districts, schools and parent's association (Parent's Association (AMPA)).	Commissioner of Cooperative, Social and Solidarity-based Economy / Education / Districts / entities
		24. Development of an awareness campaign to promote dignity and recognise the value of unpaid care work and the sexual division of the work. This campaign will place special emphasis on the need to involve the entire community in shared responsibility and disseminate the platform of community care initiatives.	Commissioner of Cooperative, Social and Solidarity-based Economy / Education / Districts
	The private sector	25. Carrying out a study to evaluate the possibility of subsidising female-dominated companies that carry out genuine measures for shared	Department of Presidency and Economy / Barcelona Activa

		responsibility. Followed by a pilot test with a small number of companies.	
		26. Coordination with the Government of Catalonia for the monitoring of plans for equality and shared responsibility of companies located in Barcelona.	Department of Employment / Department of Feminism and LGTBI
	Public Administration	27. Extension of home-help services, telecare, crèches and social meals, with prioritisation by neighbourhood.	Municipal Institute of Social and Health Services (IMSS) / Education / ADSIS Foundation
		28. Study of the need for new care services for senior citizens according to their level of income.	Municipal Institute of Social and Health Services (IMSS) / Social, Solidarity-based Economy
		29. Extension of the <i>RESPIR plus</i> programme and of the IMD (Municipal Institute for Disabled People) in order to offer more places and longer stays.	Municipal Institute of Social and Health Services (IMSS) / Municipal Institute for Disabled People (IMPD)
		30. Offering of free after-school activities and educational recreation for the children of women in situations of vulnerability, especially single-mothers.	Municipal Institute of Social and Health Services (IMSS) / entities
		31. Actions for the Government of Catalonia to review the grant criteria and benefits for single-parent families.	Department of Feminism and LGTBI
		32. Increase in the offer, amount and coverage of school meal subsidies.	Municipal Institute of Social and Health Services (IMSS) / Education / ADSIS Foundation
5. Re-organise time at the municipal level to put both work and care, social and personal time at the centre.	33. Promotion of social debate on the use of time using the media and schools.		Commissioner of Cooperative, Social and Solidarity-based Economy
	34. Implementation and synchronisation of extended public service hours and allowing municipal paperwork and processes to be carried out online.		Commissioner of Cooperative, Social and Solidarity-based Economy
	35. Joint assessment with the Government of Catalonia on extending the use of time survey sample in Barcelona.		Commissioner of Cooperative, Social and Solidarity-based Economy

### 3. City of rights

Barcelona is a city of rights, of fundamental rights and also those inherent to all persons, without which it would be impossible to be able to live a good life. A city of rights is that which guarantees the upholding of human rights, designed and lived also from a gender-based perspective. This means that the government, regardless of its political orientation or configuration, has the obligation to protect and guarantee the access of all citizens to a set of rights.

In this sense, access to a dignified home and suitable healthcare coverage are two indispensable conditions for living with safety and well-being and developing one's personality and own interests. They are also a prerequisite for accessing another essential right, that of participation in public life.

In summary, this axis covers the basic issues for the social inclusion of people: rights to housing, healthcare, basic social conditions and *empowerment* without which it is impossible to act in the long-term against the feminisation of poverty. With regards to the different guidelines for men and women, the following are the proposed as priority objectives:

- **In relation to housing:** the need to extend the offer of attainable housing, guarantee priority access to this offer to women in situations of poverty or vulnerability and ensure that homes comply with suitable conditions of health and comfort.
- **In relation to health:** the fight against malnutrition derived from situations of poverty, universal access to healthcare, with a special emphasis on the sexual and reproductive rights of women and the improvement of women's life quality by means of practising sports.
- Lastly, **in relation to basic social conditions, *empowerment* and socio-political participation:** promote economic support, especially for elderly women and single-parent families, guarantee basic social conditions for homeless women, review the social services model and promote projects and programmes intended to offer and facilitate tools to women for their self-organisation.

27

A list of actions proposed in response to the objectives put forward in each are as follows:

---



### *Housing*

Objectives	Actions	Responsible party
1. Increase the housing offer, both public and private, especially aimed at women in situations of vulnerability	36. Launching of policies to promote the incorporation of housing that is currently empty into the market by means of, for example, the application of tax incentives (IBI (local property tax) subsidies).	Barcelona Housing Consortium / Housing
	37. Increase the offer of social housing for women in situations of vulnerability.	Barcelona Housing Consortium / Housing
	38. Improve access to information on the benefits of the single-parent card.	Department of Social Rights
	39. Specific guidance for single-parent families in legal issues regarding social and housing rights.	Department of Social Rights / Municipal Institute of Social and Health Services (IMSS) / Department of Feminism and LGTBI (Assistance and information points for women (PIAD)) / Barcelona Housing Consortium
	40. Increase the number of emergency houses intended for women in situations of gender-based violence or single-parent families.	Barcelona Housing Consortium
2. Guarantee priority housing access to women in situations of vulnerability.	41. Exploration of alternative models of housing tenancy that facilitate accessibility, such as housing cooperatives in properties assigned for use or shared housing.	Barcelona Housing Consortium / Housing
	42. Promotion and improvement of the coordination between the services for approaching and detecting situations of vulnerability that intervene in the process of accessing housing. Social Services, etc.	Social Rights Department / Barcelona Housing Consortium
	43. Training from a gender and intersectionality perspective of personnel of the aforementioned services, especially CAPs (local health clinics). Among others, tools should be provided to detect situations of vulnerability for them to be communicated and assigned.	Resources Department / Barcelona Housing Consortium
	44. Improvement of the access routes to information related to resources available for housing and the simplification of access processes to these resources.	Barcelona Housing Consortium / Municipal Institute of Social and Health Services (IMSS)





	45. Design of individualised monitoring programmes for cases of eviction to enable us to identify and understand the factors that lead to the loss of the home. Reinforcement of the guidance and accompaniment in these cases.	Municipal Institute of Social and Health Services (IMSS) / Barcelona Housing Consortium
3. Combating energy poverty and improving the habitability and conditions of housing of women in situations of poverty and vulnerability.	46. Inclusion of the gender-based perspective in board meetings held for the renovation of housing and buildings.	Barcelona Housing Consortium / Housing
	47. Increase of renovation grants assuming 100% of costs and review of access criteria by level of income, establishing a higher income in the case of single-parent families.	Barcelona Housing Consortium / Housing
	48. Improvement of the access routes to information related to grants for combating energy poverty and the simplification of the process for them to be obtained.	Barcelona Housing Consortium / Housing
	49. Reinforcement of renovation programmes for housing affected by pathologies such as insufficient thermal insulation.	Barcelona Housing Consortium / Housing
	50. Pressure on energy supply companies to offer rate regulation according to variables including level of income and particular needs according to age, state of health and composition of the home.	Municipal Institute of Social and Health Services (IMSS)
	51. Guarantee of basic energy supplies -gas and electricity- with free supply for women without resources.	Municipal Institute of Social and Health Services (IMSS)

### Health

Objectives	Actions	Responsible party
1. Fight against malnutrition and bad diet due to situations of poverty, both regarding women and their families.	52. Guarantee universal access to a balanced diet by means of measures such as the <i>Barcelona Solidarity Card</i>	Municipal Institute of Social and Health Services (IMSS)
	53. Guarantee the availability of energy and access to suitable facilities for cooking in conditions of health and safety.	Municipal Institute of Social and Health Services (IMSS) / Department of



		Feminism and LGTBI
	54. Provision of educational and awareness activities promoting healthy eating considering intersectional and gender-based perspectives.	Municipal Institute of Social and Health Services (IMSS) / Department of Feminism and LGTBI / Public Health Agency (ASPB)
2. Ensure universal access to healthcare for all women.	55. Implementation of positive actions that guarantee priority access to healthcare for especially vulnerable groups of women.	Barcelona Healthcare Consortium
	56. Reinforcement of coverage of preventive programmes and services (breast cancer screening, early detection of cervical cancer protocols, etc.) so that they reach all women.	Barcelona Healthcare Consortium
	57. Exploration and implementation of measures to guarantee access to basic provisions and complements (glasses, hearing aids, dental treatment, sanitary towels, nappies, etc.) of the most vulnerable groups. Special consideration for chronic medical treatment as a structural measure of impoverishment.	Healthcare Department / Barcelona Healthcare Consortium
	58. Training from a gender-based perspective of healthcare personnel to prevent the medicalisation of ailments associated with the traditional gender role, detect and adequately assist possible situations of gender-based violence through healthcare services and de-stigmatise and prevent prejudice due to gender.	Resources Department / Barcelona Healthcare Consortium
	59. Reinforcement of psychological care from a gender-based perspectives for female carers.	Department of Feminism and LGTBI (Assistance and information points for women (PIAD))
	60. On the subject of psychological care, reinforcement of coordination with social and healthcare services and socio-cultural mediation aimed at integrating accompaniment and the elaboration of a diagnosis. Focus on neighbourhoods or districts with lower incomes.	Department of Feminism and LGTBI / Municipal Institute of Social and Health Services (IMSS) / Barcelona Healthcare Consortium / Immigration Commission



	61. Guarantee of free and open access to birth control methods, both pharmacological and non-pharmacological, for women in situations of poverty or vulnerability, and above all women in situations of violence and with the menopause. Promotion of barrier methods, for its effect of double prevention.	Barcelona Healthcare Consortium / Public Health Agency (ASPB) / Department of Feminism and LGTBI (Assistance and information points for women (PIAD))
	62. Reinforcement of training and awareness actions for the prevention of unwanted pregnancies, with a special focus on adolescents ( <i>SIRIAN</i> programme).	Public Health Agency (ASPB)
3. Facilitate access to sports activities or those related to the promotion of the public health of women in situations of vulnerability.	63. Design of a specific plan to promote health and sports for people in situations of vulnerability considering, among other things, access at reduced prices to municipal sports facilities or specific programmes, the inclusion of gender criteria in the assignment of ordinary subsidies and the incorporation of intersectional and gender-based perspectives in the review of membership fees.	Barcelona Sports Institute (IBE)
	64. Reinforcement and dissemination of Barcelona Sports Institute (IBE) programmes aimed at promoting sports practice among women (such as <i>Mares escoles</i> school moms), as well as those that try to guarantee universal access through free activities that are close to the user ( <i>Activa't als parcs</i> (get active at the park) aimed not only at the elderly, <i>Caminades Barnatresc</i> (Walking), etc.).	Barcelona Sports Institute (IBE)

31

### ***Basic social conditions, empowerment and political and social participation***

Objectives	Actions	Responsible parties
1. Promote basic social conditions, <i>empowerment</i> and the socio-political participation of women in situations of greater vulnerability.	65. Provision of inclusion-based economic support to households and people with difficulty covering basic needs, beginning with elderly women with non-contributory pensions, disability pensions and single-parent families.	Department of Social Rights
	66. Creation of a support programme for women in situations of homelessness, considering existing resources and those which should exist at the level of healthcare, assistance, housing and insertion, and do so from a gender-based perspective.	Department of Social Rights



	67. Redefinition of the assistance model of social services to ensure that it includes a gender-based perspective and reduce the perception of stigma of women by whom it is used.	Department of Social Rights
	68. Creation of an educational programme (in the form of workshops) on female leadership and <i>empowerment</i> for women in situations of vulnerability, with the attendance of female mentors who have gone through similar situations.	Department of Feminism and LGTBI (Assistance and information points for women (PIAD)) / entities
	69. Extension of the assistance and information points for women (PIAD) service for the development of awareness actions and the promotion of community work networks.	Department of Feminism and LGTBI (Assistance and information points for women (PIAD))
	70. Provision of meeting areas and tools for women working in homes and the tourism sector to provide them with support for self-organisation and the defence of their rights.	Department of Feminism and LGTBI / Department of Participation and Districts / Districts / entities
	71. Review of prices for women in situations of vulnerability and for women who have been evicted, as well as guaranteed free access to other public services which may contribute to easing their situation; playgroups, activities in community centres, etc.	Department of Social Rights

---

## VI. GOVERNANCE MODEL

Governance of the EFPP must be in harmony with the areas of participation and work for inclusion in the city of Barcelona. In these regards, **the *Citizen's agreement for an inclusive Barcelona*** provides an excellent framework for continuing the development of collaboration between entities and the City Council which was brought to light during the creation of the EFPP. The citizen's agreement is an area of public-private cooperation and joint actions between institutions and organisations for building a more inclusive Barcelona and with greater life quality for all people.

Therefore, without losing the autonomy required for the implementation required by the EFPP - described below in the management model-, the Board against the feminisation of poverty could make up a new promotion group for the citizen's agreement. EFPP undertakes to put in place directive lines of municipal action in the fight against the feminisation of poverty in the city. As described in the goals of the EFPP, its fundamental objectives are set out in the medium and long term; for this reason it will also accompany urgent work, imminent needs existing in the city regarding poverty and gender and those proposed under the framework of the citizen's agreement or other specific plans and programmes.

### 1. Validity period

The EFPP has been given a **validity period of 8 years from 2016 to 2024**, with the goal of being able to offer a **temporary framework that is sufficient for its implementation**, that is to say, which effectively enables the generation of structural changes and new dynamics that are to reduce female poverty in the **medium and long term** in the city of Barcelona.

33

### 2. Management model

#### a) Board against the feminisation of poverty and precariousness

Stable body of **political management and monitoring of the EFPP**. It is the assembly of the EFPP. It meets for a general session once a year. It is presided by the Mayor of the city, with the participation of the First Deputy Mayor, the Third Deputy Mayor of Social Rights, the Councillor of Feminism and LGTBI, the Councillor of Housing and the Commissioners of Health and Social Economy. It also involves the participation of informal groups and entities that formed part of the development of the strategy or that wish to form part of its implementation, monitoring and assessment based on an adhesion document. Furthermore, representatives in departments that carry out specific actions, as well as 20 women who participated in the diagnosis process also form part of the Board against the feminisation of poverty. Among its **functions** are those of communicating and disseminating the commitment of the EFPP, guaranteeing that the resources needed to implement the strategy, ratifying the annual

---

programme and monitoring and assessment reports, and defining the specific work groups to strengthen the deployment of the EFPP. Among these there should be a group from Data and IT systems that will be responsible for defining the monitoring criteria of the EFPP, its update and the definition of monitoring and assessment methodology.

#### **a) Work groups of the Board against the feminisation of poverty and precariousness**

The work groups will define the suitable meeting times throughout the year according to the work planned for the same groups. Composition: a technical secretary and at least one person from Barcelona City Council, three members of entities, groups or associations and two participating women. Online meetings can be carried out or online participation can be facilitated for attending members of work groups.

#### **c) Coordination of the Board and work groups**

Coordination of the EFPP from the City Council is the responsibility of the Department of Gender Mainstreaming and the Department of Feminism and LGTBI. Its functions are: coordination of the implementation of actions carried out by Barcelona City Council and by the collaborating entities, creation of monitoring and assessment reports of the EFPP, meetings of work groups and coordination of **technical sessions** with the different departments involved.

### **3. Implementation model**

34

The aim was for the design of the EFPP of the city of Barcelona to be guided by the search for **co-production** of the strategy. Over the course of six months a cross-disciplinary process was carried out within Barcelona City Council, as well as with diverse social movements, associations, feminist groups and entities and which fight against poverty and precariousness from a gender-based perspective.

This work method is that which also guides the implementation. During the definition process, on diverse occasions the participant requested assurance of the participation of the women not only in the start-up of this work, but also in its implementation, monitoring and assessment. It was also brought to light that in order to achieve a significant reduction in the poverty of women in our city, we must work hand in hand with the community to break the isolation of many of these women. This goal cannot be reached only with local institutions, but efforts must be multiplied, resources increased and above all strategies coordinated to obtain better results. The executive departments will create a six-monthly report with the active participation and collaboration of the members of the EFPP.

---



#### 4. Monitoring and assessment of the EFPP

The assessment of the EFPP will also be done in line with the spirit of co-production of public policies between the Public Administration and citizens. The management department of the EFPP will create an **annual monitoring report** which will have to be approved by the Board against the feminisation of poverty. This monitoring report will consider indicators and criteria designed and established by the Data and IT systems work group.

As well as the monitoring report, an **intermediate evaluation** will be carried out 4 years from the start of the implementation of the EFPP and an **assessment a few months before the end of the period defined by the EFPP**. The objectives of these assessments will be defined by the Data and IT systems work group. Therefore, the assessment model for the EFPP will be mixed, with significant implication of those who led and managed the strategy, but also with management external to public administration and not linked to associations and entities participating in the EFPP.

---

## VII. BUDGET

Of the 71 actions presented since the start of the EFPP in the city of Barcelona, 50 will begin implementation in 2016. These actions, as well as the assigned budget can be consulted in Appendix 1. Considering the different particularities described below, **the initial budget provided for the EFPP for 2016 is € 27,928,176.16.**

In this budget there are **three different types of budget provisions**: that intended for personnel — which is not accounted for monetarily here—, that intended for the purchase of assets and services and a third provision which is still to be determined, towards the end of the year. The detail of all three provisions is given below.

Firstly, some of the actions of 2016 can only be carried out with the **dedication of personnel** and therefore under the framework of municipal budgets the resources dedicated are those entered into **Equity and municipal public expenditure**. This is basically what occurs with the actions carried out in **Axis 1 —"Data and IT systems"**—, as these are actions aimed at work with available data, in order to improve the IT capacity, by segregating it by gender, generating a new indicator, creating and reviewing a specific report, etc. In this case, therefore, the dedication of personnel is fully sufficient for the implementation of the actions planned. In the three axes, the actions carried out with this budget provision are, mainly, the improvement of the operation of already existing services through the incorporation of a gender-based perspective, the design of specific programmes, and implementation of educational actions, etc. In summary, of the 50 total actions planned for 2016, **20 are carried out by the dedication of personnel.**

36

In second place, a large part of the EFPP's actions for 2016, 25 to be precise, have a **specific budgetary provision** (purchase of assets and services) which comes under **Chapter II of municipal public expenditure**.

This is the case in practically all actions in **Axis 2 —"Economy for life"**—. In this case, the budgetary provision is almost 22.5 million Euro divided among different actions aimed at reaching set objectives.

In **the area of the job market** the investment planned to create **services, programmes and mechanisms to improve access to and permanency in the job market** for women in situations of or at risk of vulnerability is very significant. Here occupational plans and subsidised contracts should be noted, as well as the new mechanisms for the improvement of professional qualifications.

However, it is in **the area of domestic and care work** where the planned municipal investment is most significant. Here, it should be noted that the largest part of the assigned budget is intended for the extension of already existing services and therefore, improves the shared responsibility of society as a whole in this work. The most significant budgetary assignment is for the increase, both in the offer and amount of **school meal subsidies** and the extension of services like **home help, telecare** and **social meals**.

There are also specific budgetary allocations to **many of the actions of Axis 3 —"City of Rights"**—. Also of great relevance are the 2 million Euro intended to ensure the availability of energy and access to

---

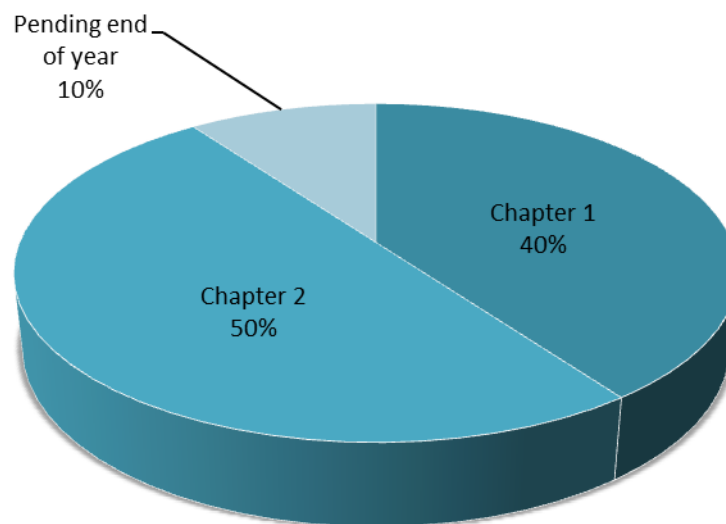


suitable kitchen facilities, and also the extension of the budgets for some existing services to ensure universal healthcare coverage for all women. Also of great significance is the investment that will be made in the area of basic social conditions, empowerment and participation for the provision of an inclusion-based economic grant to households and persons with difficulties covering any basic need, starting with elderly women with non-contributory pensions, disability pensions and single-parent families.

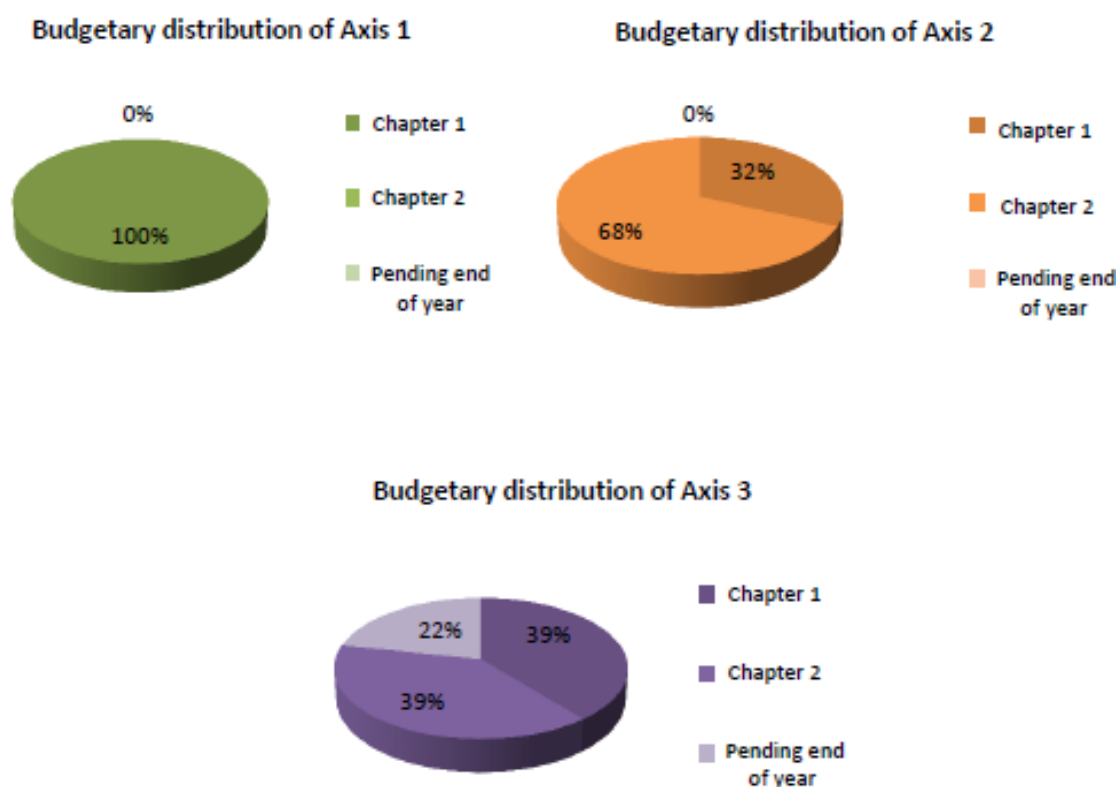
In the case of Axis 3, 4 of the actions of **the housing area** and 1 **of the health area** is where we find the third **type of budgetary provision**, and the **exact provision cannot be determined until the end of the year**. This is because it is related to actions whose results will depend on their demand. Hence, for example, if there is a specific provision to increase the number of emergency social housing, right now we do not know how many will be effectively designated to women in situations of gender-based violence or single-parent families needing them, which is forecast by the action. This is also the case with the increase of renovation grants assuming 100% of costs and review of access criteria by level of income in the case of singleparent households. For now the number that will be demanded by women in this situation is ignored, along with the budget that will be assigned. All in all, it should be noted that only 5 of the 50 actions planned for 2016 are on this budgetary plan.

The following graph summarises that explained so far.

**EFPP budget distribution 2016 according to the 3 types of budgetary assignments**



This analysis of the budget by axis is shown on the following graphs:



In summary, considering that at the time of the presentation of the EFPP we only quantified the budget dedicated according to Chapter 2, the **initial budgetary provision of the EFPP for 2016 is € 27,928,176.16.**

By axis, the most expensive one is Axis 2 —"Economy for life and time management"—, which will have a budget of € 22,442,427.17. That is, 80.4% of the budget of the EFPP for 2016.

With regards to Axis 3, it has an initial budget of € 5,485,748.99, which is 19.6% of the total budget of the EFPP. This amount may in the future be greatly increased with the final results of the linked actions, above all in the area of housing.



## APPENDIXES

### Appendix 1. Actions and Budget 2016

Objectives	Actions 2016	Budget
AXIS: DATA AND IT SYSTEMS		
1. Provide the City Council with an IT system that enables its awareness of the phenomenon of the feminisation of poverty in a comprehensive and in-depth manner.	1. Separation of data by gender in all queries, research and data collection carried out, with special attention given to the separation of data in intervention actions.	Chapter I
	2. Generation of a local poverty indicator that is multidimensional and enables the integration of a gender-based perspective.	Chapter I
	3. Generation of crossings and new specific studies that demonstrate the elements of the feminisation of poverty throughout the life cycle.	Chapter I
	4. Dissemination of the annual report with data on gender and the job market (Social and Economic Commission of Barcelona). This report must be reviewed to guarantee the inclusion of new indicators, will include recommendations for fighting against precariousness and the salary gap, and offer a collection of best practices.	Chapter I
AXIS: ECONOMY FOR LIFE AND TIME MANAGEMENT		
<i>The job market</i>		
1. Promote the qualification and accreditation of professionals, as well as the insertion into and permanence in the job market for women in situations of vulnerability.	5. Development of a comprehensive programme for training, accreditation and insertion into quality, stable jobs for women in situations of vulnerability. This must offer a continuous accompaniment service for users with a minimum duration of two years.	€600,000
	6. The incorporation of a gender-based perspective into the <i>LABORA</i> programme.	Chapter I
	7. Creation of protected employment for women with difficulties accessing and remaining in the job market: over 45s, in situations of gender-based violence, functional diversity, chronically ill, transsexuals, migrants, long-term unemployed women, among others in situations not considered.	Chapter I
	8. Design of occupational plans and subsidised contracts for the aforementioned groups.	€3,000,000
	9. Establishment of an agreement with the Catalan Institute of Professional Qualifications to create channels that facilitate the accreditation of professions and skills (abilities) of women in situations of vulnerability.	€1,000,000
	10. Creation of an accompaniment service for professional accreditation and approval of titles.	
2. Combat gender inequality in the formal job market, which makes women vulnerable to poverty.	11. Design and promotion of a seal of quality, with a gender perspective, to recognise companies that offer dignified, egalitarian positions with genuine co-responsibility measures.	Chapter I
	12. Establishment of gender equality clauses in all public contracts of the City Council.	Chapter I
	13. Foster the city's minimum wage.	Chapter I
3. Promote the dignity of the most female-dominated sectors and meanwhile combat occupational segregation.	14. Creation of a social and solidarity-based entrepreneurship for women working in the female-dominated and precarious sector (cleaning, trade and caring for persons) or in situations of unemployment. This service must offer guidance, training, access to credit and accompaniment in the creation of cooperatives or associations (for care or with other aims) which enable women to access dignified, stable and regulated work.	€150,000



	15. In the aim of combating irregular work contracts and precariousness in the area of care, and to facilitate the creation of care cooperatives in the city, as well as mediation between users of said service and cooperatives in the aim of strengthening this demand instead of resorting to the submerged economy, and contracting of cooperatives by means of service cheques.	€21,000
	16. Technical guidance for companies in the sectors of trade, cleaning and caring for people in order for them to create equality measures aimed at combating occupational segregation.	€5,000
	17. Under the framework of the <i>Strategic tourism plan for Barcelona</i> , the establishment of an agreement between unions and companies to guarantee commitment to improving working conditions in the sector.	Chapter I
<i>Domestic and care work</i>		
4. Promote shared responsibility in domestic and care work of all parties involved: homes, the community, the private sector and Public Administration.	18. Extension of the <i>Canviem-ho</i> (let's change it) project for the development of actions to raise awareness and promote shared responsibility among men.	€10,000
	19. Creation of a platform for the identification and dissemination of community care initiatives and coeducational experiences. It will have virtual support, but will be developed regionally: districts, schools and parent's association (Parent's Association (AMPA)).	Chapter I
	20. Development of an awareness campaign to promote dignity and recognise the value of unpaid care work and the sexual division of the work. This campaign will place special emphasis on the need to involve the entire community in shared responsibility and disseminate the platform of community care initiatives.	€15,000
	21. Carrying out a study to evaluate the possibility of subsidising female-dominated companies that carry out genuine measures for co-responsibility. Followed by a pilot test with a small number of companies.	€21,000
	22. Extension of home help services, telecare, crèches and social meals, with prioritisation by neighbourhood.	€7,000,000
		€1,005,940
		€93,973.85
		€721,953.32
	23. Extension of the <i>RESPIR plus</i> programme and of the IMD (Municipal Institute for Disabled People) in order to offer more places and longer stays.	€250,000
	24. Increase in the offer, amount and coverage of school meal subsidies.	€8,505,000
5. Re-organise time in the municipal area to put both work and care, social and personal time at the centre.	25. Promotion of social debate on the use of time using the media and schools.	€10,890
	26. Implementation and synchronisation of extended public service hours and allowing municipal paperwork and processes to be carried out online.	€18,150
	27. Joint assessment with the Government of Catalonia on extending the use of time survey sample in Barcelona.	€14,520
<b>AXIS: CITY OF RIGHTS</b>		
<i>Housing</i>		
1. Increase the housing offer, both public and private, especially aimed at women in situations of vulnerability	28. Increase the offer of social housing for women in situations of vulnerability.	Pending end of year and 2017
	29. Increase the number of emergency housing intended for women in situations of gender-based violence or single-parent families.	Pending end of 2016



2. Guarantee priority housing access to women in situations of vulnerability.	30. Promotion and improvement of the coordination between the services for approaching and detecting situations of vulnerability that intervene in the process of accessing housing. Social Services, etc.	Chapter I
	31. Design of individualised monitoring programmes for cases of eviction to enable us to identify and understand the factors that lead to the loss of the home. Reinforcement of the guidance and accompaniment in these cases.	Chapter I
3. Combating energy poverty and improving the habitability and conditions of housing of women in situations of poverty and vulnerability.	32. Inclusion of the gender-based perspective in board meetings held for the renovation of housing and buildings.	Chapter I
	33. Increase of renovation grants assuming 100% and review of access criteria by level of income, establishing a higher income in the case of single-parent families.	Pending end of 2016
	34. Reinforcement of renovation programmes for housing affected by pathologies such as insufficient thermal insulation.	Pending end of 2016
Health		
1. Fight against malnutrition and bad diet due to situations of poverty, both regarding women and their families.	35. Guarantee universal access to a balanced diet by means of measures such as the <i>Barcelona Solidarity Card</i>	Pending end of 2016
	36. Guarantee the availability of energy and access to suitable facilities for cooking in conditions of health and safety.	€72,000
		€2,000,000
		€176,528
	37. Provision of educational and awareness activities promoting healthy eating considering intersectional and gender-based perspectives.	Chapter I
2. Ensure all women universal access to healthcare.	38. Implementation of positive actions that guarantee priority access to healthcare for especially vulnerable groups of women.	Chapter I
	39. Reinforcement of coverage of preventative type programmes and services (breast cancer screening, early detection of cervical cancer protocols, etc.) so that they reach all women.	€180,000
	40. Exploration and implementation of measures to guarantee access to basic provisions and complements (glasses, hearing aids, dental treatments, sanitary towels, nappies, etc.) of the most vulnerable groups. Special consideration for chronic medical treatment as a structural measure of impoverishment.	€105,000
	41. Training from a gender-based perspective of healthcare personnel to prevent the medicalisation of ailments associated with the traditional gender role, detect and adequately assist possible situations of gender-based violence through healthcare services and to de-stigmatise and prevent prejudice due to gender.	Chapter I
	42. Reinforcement of psychological care from a gender perspective for female carers.	€161,914.99
	43. On the subject of psychological care, reinforcement of coordination with social and healthcare services and socio-cultural mediation aimed at integrating accompaniment and the elaboration of a diagnosis. Focused attention on neighbourhoods or districts with lower incomes.	Chapter I
	44. Guarantee of free and open access to birth control methods, both pharmacological and non-pharmacological, for women in situations of poverty or vulnerability, and above all women in situations of violence and with the menopause. Promotion of barrier methods, for its effect of double prevention.	€15,000
3. Facilitate access to sports activities or those related to the promotion of the public health of women in situations of	45. Reinforcement of training and awareness actions for the prevention of unwanted pregnancies, with a special focus on adolescents ( <i>SIRIAN</i> programme).	€60,000
	46. Reinforcement and dissemination of Barcelona Sports Institute (IBE) programmes aimed at promoting sports practice among women, such as "Mares escoles" (school moms), as well as those that try to guarantee universal access through free activities that are close to the user ( <i>Activa't als parcs</i> (get active at the park) aimed not only at the elderly, <i>Caminades Barnatresc</i> (Walking), etc.).	€60,000

vulnerability.		
<i>Basic social conditions, empowerment and political and social participation</i>		
1. Promote basic social conditions, empowerment and the socio-political participation of women in situations of vulnerability.	47. Provision of inclusion-based economic support to households and people with difficulty covering basic needs, beginning with elderly women with non-contributory pensions, disability pensions and single-parent families.	€2,468,562
	48. Extension of the assistance and information points for women (PIAD) service for the development of awareness actions and the promotion of community work networks.	€186,744
	49. Creation of a support programme for women in situations of homelessness, considering existing resources and those which should exist at the level of healthcare, assistance, housing and insertion, and do so from a gender perspective.	Chapter I
	50. Redefinition of the assistance model of social services to ensure that it includes a gender-based perspective and reduce the perception of stigma of women by whom it is used.	Chapter I

## Appendix 2. Participants

### Those attending the presentation on 19 October 2015

Name	Entity
Ada Colau	Mayor
Laia Ortiz	Deputy Mayor of Social Rights
Laura Pérez	Council for Life Cycle, Feminism and LGTBI
Marta Cruells	Council for Life Cycle, Feminism and LGTBI
Marilén Barceló	Citizen's Municipal Group
Júlia Barea	Citizen's Municipal Group
María José Ortiz	PP Municipal Group
Carme Martín	PSC Municipal Group
Lorena Ventura	Barcelona Activa
Paco Ramos	Barcelona Activa
Estel Crusellas	CIRD (Centre for Equality & Resources for Women)
Georgina Monge	CIRD (Centre for Equality & Resources for Women)
Clàudia Manyà	Commissioner for Social, Cooperative and Solidarity-based Economy
Gemma Tarafa	Commissioner for Health
José Antonio Fernández	Social and Economic Council of Barcelona
Pascual Bayarri	Social and Economic Council of Barcelona
Bàrbara Melenchón	Department of Feminism and LGTBI
Núria Menta	Department of Social Intervention in Public Spaces
Sonia Ruiz	Department of Gender Mainstreaming
Montserrat Calvo	Management of the Time and Life Quality Programme
Ramon Sanahuja	Management of Immigration and Interculturalism Services
Ramon Lamiel	Municipal Institute for People with Disabilities
Ana García	Non-standard Women's Association
Yasmina Algar	Single-parent Families Association of Catalonia



---

Mercè Amor	Women's Intercultural Dialogue Association
María Palomares	Calala Women's Foundation
Alba García	Confederation of Workers' Commissions (CCOO)-Women's Secretariat
Raquel de Haro	Confederation of Workers' Commissions (CCOO)-Women's Secretariat
Teresa Crespo	Catalan Social Action Entities
Juana Fernández	Federation of Traveller Associations of Catalonia
Ramon Noró	Arrels Foundation
Fina Rubio	Surt Foundation
Elba Mansilla	La Ciutat Invisible (The Invisible City Solidarity Group)
María de la Fuente	Observatori IQ (Up-to-date statistics on the lives of men and women in Catalonia)
Montserrat Vilà	Unitary Platform Against Gender-based Violences
Sònia Fuertes	Board of the Social Tertiary Sector
Cristina Sánchez	University of Girona
Sebastià Sarasa	Pompeu Fabra University
Sandra Ezquerro	University of Vic
Alicia Flórez	Independent researcher, sociologist

---

### Attendees to the work groups on 10-11 November and 14-15 December 2015

Name	Entity
Paloma Giménez	Citizen's Municipal Group
David Labrador	Citizen's Municipal Group
Montse Cantín	CiU Municipal Group
Esther Padró	CiU Municipal Group
Maria Rovira	CUP Municipal Group
Carme Martín	PSC Municipal Group
Lucía Artazcoz	Public Health Agency of Barcelona
Davide Malmusi	Public Health Agency of Barcelona
Lorena Ventura	Barcelona Activa
Esther Ródenas	BCN Urban Planning Management
Blai Martí	CIRD (Centre for Equality & Resources for Women)
Estel Crusellas	CIRD (Centre for Equality & Resources for Women)
Georgina Monge	CIRD (Centre for Equality & Resources for Women)
Ramon Solé	CIRD (Centre for Equality & Resources for Women)
Laura de Caralt	CIRD (Centre for Equality & Resources for Women)
Verònica Santoro	CIRD (Centre for Equality & Resources for Women)
Clàudia Manyà	Commissioner for Social, Cooperative and Solidarity-based Economy
Jordi Via	Commissioner for Social, Cooperative and Solidarity-based Economy
José Antonio Fernández	Social and Economic Council of Barcelona
Pascual Bayarri	Social and Economic Council of Barcelona
Bàrbara Melenchón	Department of Feminism and LGTBI
Mercè Fernández	Department of Feminism and LGTBI
Olga Arisó	Department of Feminism and LGTBI
Sonia Ruiz	Department of Gender Mainstreaming
Ramon Sanahuja	Management of Immigration and Interculturalism Services

Marina Sánchez	Management of Immigration and Interculturalism Services
Montserrat Calvo	Management of the Time and Life Quality Programme
Montse Potrony	Municipal Institute of Education
María José Ortiz	Municipal Institute for People with Disabilities
Eladi Torres	Municipal Institute of Social Services
Marta Cruells	Council for Life Cycle, Feminism and LGBTI
Mercè Amor	Women's Intercultural Dialogue Association
Yasmina Algar	Single-parent Families Association of Catalonia
Mireia Bofill	Ca la Dona Women's Group
Mercè Otero	Ca la Dona Women's Group
María Palomares	Ca la Dona Women's Foundation
Leticia Cruz	Latin-American Women's Association Barcelona
Júlia de Miguel	Red Cross Barcelona
Gemma Rocés	Red Cross Barcelona
Marta Castellano	Red Cross Barcelona
Raquel de Haro	Confederation of Workers' Commissions (CCOO)-Women's Secretariat
Alba García	Confederation of Workers' Commissions (CCOO)-Women's Secretariat
Gemma Altell	Female Managers and Professionals of Social Action
Teresa Crespo	Catalan Social Action Entities
Olga Guday	International Women's Foundation (FIDEM)
Alexandra González	Training and Employment Foundation
Marina Arnau	Training and Employment Foundation
Yolanda Burgueño	Trinijove Private Foundation
Ignasi Parody	Trinijove Private Foundation
Rafaela Reyes	Trinijove Private Foundation
Fina Rubio	Surt Foundation
Elba Mansilla	La Ciutat Invisible (The Invisible City Solidarity Group)
Paola Contreras	Mujeres Pa'lante (Women Moving Forward)
Norma Véliz	Mujeres Pa'lante (Women Moving Forward)
Marta Vera	Mujeres Pa'lante (Women Moving Forward)

Marcela Mezzatesta	Mujeres Pa'lante (Women Moving Forward)
Clara Romero	Mujeres Pa'lante (Women Moving Forward)
María de la Fuente	Observatori IQ (Up-to-date statistics on the lives of men and women in Catalonia)
Montserrat Vilà	Unitary Platform Against Gender-based Violences
Esther Juan	Sindillar Independent Women's Worker's Union
Sònia Fuertes	Board of the Social Tertiary Sector
Cristina Carrasco	Autonomous University of Barcelona
Cristina Sánchez	University of Girona
Sebastià Sarasa	Pompeu Fabra University
Sandra Ezquerria	University of Vic
Marta Mas	Over 50's Women's Network
Carme Catalán	Women's Health Network
Alicia Flórez	Independent researcher, sociologist

### Attendees of the inter-group session on 17 January 2016

Name	Entity
Júlia Barea	Citizen's Municipal Group
Maria Rovira	CUP Municipal Group
Carme Martín	PSC Municipal Group
Blai Martí	CIRD (Centre for Equality & Resources for Women)
Estel Crusellas	CIRD (Centre for Equality & Resources for Women)
Georgina Monge	CIRD (Centre for Equality & Resources for Women)
Laura de Caralt	CIRD (Centre for Equality & Resources for Women)
Ramon Solé	CIRD (Centre for Equality & Resources for Women)
Verònica Santoro	CIRD (Centre for Equality & Resources for Women)
Clàudia Manyà	Commissioner for Social, Cooperative and Solidarity-based Economy
José Antonio Fernández	Social and Economic Council of Barcelona
Pascual Bayarri	Social and Economic Council of Barcelona
Bàrbara Melenchón	Department of Feminism and LGTBI
Mercè Fernández	Department of Feminism and LGTBI
Sonia Ruiz	Department of Gender Mainstreaming
Joana Chinchilla	Management of the Time and Life Quality Programme
Montse Potrony	Municipal Institute of Education
Marta Escardivol	Municipal Institute of Education
María José Ortiz	Municipal Institute for People with Disabilities
Marta Cruells	Council for Life Cycle, Feminism and LGTBI
Mercè Amor	Women's Intercultural Dialogue Association
Mireia Bofill	Ca la Dona Women's Group
María Palomares	Calala Women's Foundation
Gemma Altell	Female Managers and Professionals of Social Action
Teresa Crespo	Catalan Social Action Entities

Fina Rubio	Surt Foundation
Carol Mallo	Utopia Foundation
Elba Mansilla	La Ciutat Invisible (The Invisible City Solidarity Group)
Paola Contreras	Mujeres Pa'lante (Women Moving Forward)
Montserrat Vilà	Unitary Platform Against Gender-based Violences
Sònia Fuertes	Board of the Social Tertiary Sector
Cristina Carrasco	Autonomous University of Barcelona
Sandra Ezquerria	University of Vic
Marta Mas	Over 50's Women's Network
Carme Catalán	Women's Health Network

### Attendees work group on 17 March 2016

Name	Entity
Maria Rovira	CUP Municipal Group
Lucía Artazcoz	Public Health Agency of Barcelona
Davide Malmusi	Public Health Agency of Barcelona
Carme Turull	Barcelona Activa
Blai Martí	CIRD (Centre for Equality & Resources for Women)
Estel Crusellas	CIRD (Centre for Equality & Resources for Women)
Laura de Caralt	CIRD (Centre for Equality & Resources for Women)
Verònica Santoro	CIRD (Centre for Equality & Resources for Women)
Berta Andrés	Guinardó Social Services Centre
Clàudia Manyà	Commissioner for Social, Cooperative and Solidarity-based Economy
José Antonio Fernández	Social and Economic Council of Barcelona
Sonia Ruiz	Department of Gender Mainstreaming
Yasmina Algar	Single-parent Families Association of Catalonia
Raquel de Haro	Confederation of Workers' Commissions (CCOO)-Women's Secretariat
Gemma Rocés	Red Cross Barcelona
Teresa Crespo	Catalan Social Action Entities
Rafaela Reyes	Trinijove Private Foundation
Marta Mas	Over 50's Women's Network
Carme Catalán	Women's Health Network



### Panel of experts to discuss the EFPP

The first draft of the EFPP was sent to the following list of experts in order to receive their feedback, suggestions and proposals for improvement and on 13 April, a discussion session was held.

Name	Entity
Clàudia Manyà	Commissioner for Social, Cooperative and Solidarity-based Economy (participates in the session on 13 April)
María de la Fuente	Observatori IQ (Up-to-date statistics on the lives of men and women in Catalonia)
Alicia Flórez	Independent researcher, sociologist
Cristina Carrasco	University of Barcelona (participates in the session on 13 April)
Elba Mansilla	University of Barcelona (participates in the session on 13 April)
Sandra Ezquerro	University of Vic (participates in the session on 13 April)
Vanessa Valiño	Housing Department
Sònia Parella	Autonomous University of Barcelona
Sara Moreno	Autonomous University of Barcelona